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21 November 1951

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TO: The ADD/Administration  
[redacted] Advisor for Management

FROM: Executive Secretary/Career Service Committee

SUBJECT: Confidential Funds Regulation Concerned with Parachute Pay

1. Attached is a recommendation from the Working Group on Career Benefits to the Career Service Committee "Parachute Pay for Staff Employees and Staff Agents" dated 19 November 1951. This recommendation is supported by a study from the Assistant Director of Training (covert) on "Hazardous Duty Pay for CIA Civilians" dated 18 September 1951.

2. The Career Service Committee at its meeting on 19 November 1951 considered this recommendation and approved it. General Davison, Chairman of the Committee, has asked me to forward the recommendation to you for action.

3. In accordance with our conversation on 20 November 1951 it is my understanding that this recommendation will be reviewed by the Senior Review Committee which will, at the same time, consider an appropriate amendment to the Confidential Funds Regulation. The DD/Administration will then forward the recommendation of the Senior Review Committee and the proposed regulation to the DCI for his approval.

[redacted]  
Executive Secretary.

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cc: General Davison  
[redacted]

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DRAFT - Dec. 1, 1951

MEMORANDUM FOR: Deputy Director (Administration)

ATTENTION:



SUBJECT: Meeting of the Senior Review Committee

1. At the request of the Career Service Committee and the Covert Training Division and by direction of  the Senior Review Committee was convened at 10 AM, 30 November 1951, to discuss the proposed regulations and procedures to effect hazardous duty pay for personnel engaged in parachute jump training. The meeting was attended by the following:

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2. Instructions to the Management Office were to prepare a proposed regulation to effect the above. Management went one step further in preparing an over-all Section 15 proposing to provide the framework and mechanics by which any hazardous pay program could be operated with a specific section for paratroop training. This created the first controversy and considerable discussion was held as to whether it was most feasible to try to solve the over-all problem or to limit the problem to one specific type for presentation to the DCI. This was not resolved.

3. Many items of background and information were discussed which ranged from presentation of the proposal, generally as submitted with major revision, to recommendation for legislation which would place certain CIA employees in the category of involuntary service.

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4. The original concept in this presentation was that the matter of parachute pay required urgent and immediate attention. This concept after considerable discussion was refuted.

5. In lieu of the above, [ ] made a proposal that this matter be referred back to the Career Service Committee for a more detailed presentation which will be submitted to the DCI for approval, the presentation to be aimed at informing the Director of the situation, asking for special pay for personnel in training on an equity basis (Army personnel doing the same work getting extra pay, CIA personnel do not) and adding for the information of the Director that while this specific problem is the first presented there will be other categories of hazardous duty involved in the training program. The Committee report is to be limited to those personnel engaged in training under hazardous conditions.

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6. [ ] of the Career Service Committee accepted the referral and the meeting was adjourned.

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3 December 1951

Memo to - [ ]

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Reference: No. 5 above

My understanding of what we decided to refer to the Career Service Committee was not quite the above -- rather as follows:

The Committee 1) to undertake a scrutiny (and recommend) all hazardous duty activity arising out of training; 2) to match the hazardous duty aspects of such training against what the military services do (not just the Army) in respect to extra compensation; 3) to assess and recommend as to whether or not such pay treatment for such training hazards is separable in fact from other non-training hazardous duty activities; 4) to point up other hazardous duty non-training situations; and finally, 5) to consider whether or not pay as opposed to other beneficial considerations should be utilized.

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7 February 1952

TO: Career Service Committee  
FROM: Working Group on Career Benefits  
SUBJECT: Recommendations Concerning Pay for Various Types of  
Hazardous Duty

1. Attached hereto is a series of recommendations by this Working Group establishing the principles under which additional pay for hazardous duty would be paid. A suggested list made by this Working Group was circulated to the area divisions of OSO and OPC. Certain of their comments were incorporated in the present list. The list of suggestions was not circulated to the other offices of CIA.

2. It is recommended that the Career Service Committee approve the statement of principles pertaining to hazardous duty and forward it to the office of Organization and Methods Service with the request that appropriate Agency regulations be drafted. Since changes would be involved in the Confidential Funds Regulations, the matter necessarily would require the approval of the DCI. Therefore, it is suggested that the statement of principles regarding hazardous duty pay with your approval, if given, not be forwarded for approval of the DCI until the regulations have been written. In this manner, one package could be presented to the DCI for his approval.

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